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# Developing Resilience in a Ready Force: Assessments and Intervention

Powley, Edward H.

Monterey, California. Naval Postgraduate School

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**NAVAL  
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**MONTEREY, CALIFORNIA**

**DEVELOPING RESILIENCE IN A READY FORCE:**

**ASSESSMENTS AND INTERVENTION**

by

Edward H. Powley

GSBPP

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Prepared for: NSTC

John Drake

# **FY15 MID-YEAR REPORT**

## **Background**

We have been working with NSTC to understand the factors that contribute to resiliency and identify ways to instill resilience during new recruit training. In an effort to increase sailor resilience and to enhance their chances for successful integration in Navy commands, we have developed methodologies that are helping to identify characteristics that contribute to higher or lower levels of resiliency.

## **Process**

We have accomplished several steps so far and are working forward toward the next phase of the project. First, we made several site visits to the RTC (Recruit Training Command) at Great Lakes, IL. There we learned firsthand about the RTC and the life and challenges of new recruits. We visited several of the training exercises, met with Recruit Division Commanders, and held focus groups and interviews with new recruits. Those interviews have proven valuable to help develop and introduce interventions to focus on building resilience capacity. We have been in contact with our points of contact at the RTC throughout our initial stage.

Our next phase of the project includes surveys with additional divisions and introducing interventions with them. The interventions intend to build resilience not only in individuals but also for the groups and teams in which they participate. We are working closely with command leadership to schedule the data collection and interventions.

## **Findings and Conclusions**

At this point, we are collecting data, entering data into formats for data analysis. Findings and conclusions are still on the horizon.

The qualitative interviews point to a general story for how recruits make sense of their difficulty and the resources they draw on to strengthen their individual resilience via the social interactions they engage in during the recruit process. More findings are forthcoming.

## **Recommendations**

We developed three recommended interventions and proposed them to the command leadership. The interventions were received positively. The first involves strengthening positive identities of Navy recruits, the second deals with helping recruits learn from challenging circumstances, and the third helps them focus on building positive relationships with their fellow recruits.